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PUBLIC EMPLOYMENT
RELATIONS BOARD

Comprehensive Agreement

between

Interstate 35 School District

and

Interstate 35 Education Association

2007-08

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ARTICLE I – Preamble

The Board of Directors of the Interstate 35 Community School District and the Interstate 35 Education Association recognize that the aim of the public schools is to provide a quality educational program for children and youth of the School District.

Whereas, the parties have reached certain understandings, which they desire to confirm in this agreement, it is agreed as follows:

ARTICLE II – Recognition

A. Unit

Includes: All persons engaged in full and/or regular part-time educational work of a professional nature in the Interstate 35 School District that includes: classroom teachers, librarian, Title I teachers, special education teachers, counselors, and school nurse.

Excludes: Superintendent, principals, and other supervisory personnel, operation and maintenance personnel, transportation personnel, food services personnel, clerical personnel, substitute teachers, certificated employees who have no teaching duties but are contracted and paid as aides, and all others as excluded by Section 4 of the Act.

B. Definitions

The term “employee” as used in this Agreement shall mean all employees represented by this Association in the bargaining unit as defined and certified by the PERB.

The term “Board” as used in this Agreement shall mean the Board of Directors of the Interstate 35 Community School District or its duly authorized representatives.

The term “Association” as used in this Agreement shall mean the Interstate 35 Education Association or its duly authorized representatives.

ARTICLE III – Rights

A. Board Rights

The Board shall have, in addition to all powers, duties, and rights established by constitutional provision, statute, ordinance, charter, or special act, the exclusive power, duty, and the right to:

1. Direct the work of its public employees.
2. Hire, promote, demote, transfer, assign, and retain public employees in positions within the public agency.
3. Suspend or discharge public employees.

4. Maintain the efficiency of governmental operations.
5. Relieve public employees from duties because of lack of work or for other legitimate reasons.
5. Determine and implement methods, means, assignments, and personnel by which the Board's operations are to be conducted.
7. Take such actions as may be necessary to carry out the mission of the Board.
8. Initiate, prepare, certify, and administer its budget.
9. Exercise all powers and duties granted to the Board by law.

B. Public Employee Rights

Public employees shall have the right to:

1. Organize, or form, join, or assist any employee organization.
2. Negotiate collectively through representatives of their own choosing
3. Engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection insofar as this Act or any other law of the state does not prohibit any such activity.
4. Refuse to join or participate in the activities of employee organizations, including the payment of any dues, fees, or assessments or service fees of any type.

C. Association Rights

1. Use school facilities for general Association meetings and business contingent upon receipt of approval from the office of the superintendent.
2. Hold Association building meetings in school buildings contingent upon receipt of approval from the office of the principal.
3. Distribute Association material through the school messenger service and building mail boxes with the annual approval from the office of the superintendent.
4. Post notices of activities and matters of Association concern on building bulletin boards located in either faculty lounges or such other places as designated by the building principal.
5. Direct duly authorized representatives of the Association and their respective affiliates to discuss Association matters in the school building during the work day with the approval of the building principal.

6. Be furnished on request regularly and routinely prepared information concerning the financial condition of the school including the annual financial report and adopted budget, but nothing herein shall require the Board to research and assemble information.
6. If the present Board policies which affect employees and students but which are not covered in this Agreement are changed, then a written notification of such change will be given to the Association.

ARTICLE IV - Grievance Procedure

A. Definitions

1. Grievance

A grievance is a claim by an employee, a group of employees, or the Association that there has been a violation, misinterpretation, or misapplication of this Agreement.

2. Aggrieved Person

An aggrieved person is the person or persons making the claim.

Any investigation or processing of any grievance as hereinafter provided shall be conducted so as to result in no interference with or interruption of the instructional program and/or related work activities of the aggrieved person, administration, or employee staff.

A grievance as described above may be processed as hereinafter provided.

B. Procedure

LEVEL ONE

An employee(s) with a grievance shall first discuss it with the building principal or immediate supervisor with the objective of resolving the matter informally.

LEVEL TWO

If, as a result of the informal discussion with the building principal or immediate supervisor, a grievance still exists, the aggrieved person may invoke the following formal grievance procedure. A written claim stating the nature of the grievance, the specific clause(s) of the Agreement involved, the remedy requested, and signed by the aggrieved person shall be filed with the appropriate building principal within fifteen (15) school days of the date of the occurrence of the event giving rise to the grievance or from the time when such event might reasonably have been ascertained to have occurred.

If the grievance involves more than one school building or is system wide, the signed, written claim shall be filed with the superintendent or his/her designee. Within five (5)

school days of receipt of the grievance, the appropriate supervisor shall meet with the aggrieved person in an effort to resolve the grievance. The appropriate supervisor shall indicate the disposition of the grievance in writing within five (5) school days after such meeting and shall furnish a copy thereof to the aggrieved person.

LEVEL THREE

If the aggrieved person is not satisfied with the disposition of the grievance or if no disposition has been made within five (5) school days of such meeting [or ten (10) school days from the date of filing, whichever shall be later], the grievance in the same written form shall be submitted to the superintendent. Within five (5) school days the superintendent or his/her designee shall meet with the aggrieved person and shall indicate the disposition of the grievance in writing within five (5) school days of such meeting and shall furnish a copy thereof to the aggrieved person.

LEVEL FOUR

If the aggrieved person is not satisfied with the disposition of the grievance by the superintendent or if no disposition has been made within five (5) school days of such meeting [or ten (10) school days from the date of filing, whichever shall be later], the grievance may be submitted before an impartial arbitrator at the joint, written request of the aggrieved person and the Association. If the parties cannot agree as to the arbitrator within five (5) school days from the notification date that arbitration is requested, the arbitrator shall be selected by alternately deleting names from a seven-member list provided by the PERB. The parties shall determine by lot which party shall have the right to delete the first name and shall do so within five (5) school days upon receipt of the list. The person whose name remains shall be the arbitrator. The arbitrator shall have no power to alter, add to, disregard, or subtract from the terms of this Agreement. The superintendent or his/her designee and the aggrieved party shall not be permitted to assert in any arbitration proceeding any grounds or evidence not previously disclosed to the other party. The arbitrator shall confer with the superintendent and/or his/her designee and the aggrieved person and may hold formal and/or informal hearings. His/her decision shall be issued no later than fifteen (15) school days from the date of the close of the hearing or from the date of submission of final statements of both parties. The decision of the arbitrator shall be final and binding.

Costs

The Board and the aggrieved person shall share equally in the fees and expenses of the arbitrator. Any other expenses incurred shall be paid by the party incurring the same.

C. The Association's Right to Represent

1. The Association may process and/or continue a grievance through all levels of the procedure if the grievance involves a question of the application or interpretation of this Agreement.

2. Class grievances involving more than one supervisor and/or grievances involving an administrator above the building level shall be filed by the Association at Level Three.

3. Alleged violations of Association rights shall be initiated at Level Three.

D. Assurances and Limitations

1. Procedures

The failure of the aggrieved person to act on any grievance in accord with these procedures or within the specified time periods shall act as a bar to any further appeal. The time limits provided in these procedures may be extended by written agreement of the parties. In the event a grievance is filed at such time that it cannot be processed through all the steps in this grievance procedure by the end of the school year, the time limits set forth herein shall be reduced so that the grievance procedure may be exhausted prior to the end of the school year or within a maximum of thirty (30) days thereafter.

2. Withdrawal of Grievance

The formal grievance may be withdrawn at any time during any level of this procedure by the aggrieved person upon written request to the appropriate supervisor at the corresponding level at which the grievance is under consideration.

ARTICLE V - Wages and Salaries

A. Schedule

The salary of each employee covered by the regular salary schedule is set forth in Schedule I, which is attached hereto and made a part thereof. Schedule I will include a four year accumulative \$1000 career increment granted to those individuals not receiving a vertical step increase.

B. Placement on Salary Schedule

1. Adjustment on Salary Schedule

Each employee shall be placed on his/her proper step of the salary schedule as of the effective date of this Agreement and in accordance with paragraph 2 below.

However, the Board reserves the right to hold an employee on the same step on the salary schedule when so recommended by the immediate supervisor or building principal and the superintendent. This action will be based on unsatisfactory evaluations as submitted by the immediate supervisor, building principal, and/or the superintendent. Such actions of holding on step are not subject to the arbitration step of the grievance procedures.

A teacher held on the same step under this provision shall be considered to be on probation for a one (1) year period. After one (1) year of probation, the employee may,

on recommendation by the immediate supervisor or building principal and the superintendent and subsequent approval by the Board, resume advancement on the salary schedule. An employee may not be placed on probation for more than a total of three (3) years during the employee's entire term of service with the Board.

2. Credit for Experience

a. Full credit may be allowed for up to ten (10) years of previous full-time teaching experience in accredited schools for employees new to the system if obtained during the ten (10) year period prior to employment. Credit will be granted upon the superintendent's recommendation and Board approval.

b. Fractions of a year and substitute teaching are not counted as experience eligible to be transferred in by an employee new to the system provided, however, that no less than one-half (1/2) year may be counted as a full year at the discretion of the Board.

3. School Nurse

A registered nurse who has a four-year degree will be placed on the appropriate step on the B.A. column and all provisions of paragraph 1 and 2 above shall apply to the nurse.

A registered nurse who has a three-year diploma will be placed on the appropriate step of the B.A. column. However, the salary received shall be only 90 percent of the amount of the appropriate step. All provisions of paragraph 1 and 2 above shall apply to the nurse.

C. Advancement on Salary Schedule

1. Increments

Employees on the regular salary schedule shall be granted one increment or vertical step on the schedule for each year of service until the maximum for their educational classification has been reached, subject to Article V, Section B(1). A year of service consists of employment in the Interstate-35 District, including paid leaves of absence, but excluding unpaid leaves of absence, for 97 days or more in each school year.

2. Educational Lanes

Employees on the regular salary schedule who move from one educational lane to a higher educational lane shall move to the corresponding eligible step on the higher lane. For an employee to advance from one educational lane to another, he/she shall file suitable evidence of successful completion of additional educational credit with the Board Secretary no later than fifteen (15) days after the beginning of the first semester. Successful completion requires a grade of "C" or better. Employees seeking to move to a higher educational lane shall seek prior course approval from the superintendent. The Board may allow credit for course work after completion in exceptional circumstances.

D. Methods of Payment

1. Pay Periods

Each employee shall be paid in 9 or 12 equal installments on the 25th of each month. Employees shall receive their checks at their regular building and on regular school days unless otherwise designated by the teacher with mutual agreement of the board secretary.

2. Exceptions

When a pay date falls on or during a school holiday, vacation, or weekend, employees shall receive their pay checks on the last previous working day.

3. Final Pay

Each employee may have the option of receiving all or any part of his/her earned, contracted salary on the last pay period of the in-school work year, with mutual agreement by the board secretary provided he/she has fulfilled all of his/her contracted obligations.

4. Summer Checks

Summer checks, other than for summer school teachers, shall be mailed to the address designated by the employee at the close of the in-school year and filed with the board secretary.

PHASE I and II MONEY

The salary schedule includes Phase I and II money totaling \$113,185 which has the effect of raising the base \$1,350.00.

If Phase I and II monies should be lost partly or in their entirety, the base of the salary schedule would be lowered proportionately to compensate for the loss, and salaries of the teachers governed by this contract and salary schedule would be reduced proportionately during the time period for which the loss of Phase I and II funds is in effect.

I-35 Community School District

2007-08 Salary Schedule

The increase in salary and benefits for 2007-2008 amount to a 4.9% increase of calculated total salary and benefits. Calculation was based upon the 2006-2007 employees.

<i>Employees</i>		BA	BA + 15	MA	MA+15
<i>Hired Beginning</i>		25,483	26,268	27,053	27,838
<i>2001-02 SY</i>		26,253	27,038	27,823	28,608
Base	Base	27,023	27,808	28,593	29,378
3	1	27,793	28,578	29,363	30,148
4	2	28,563	29,348	30,133	30,918
5	3	29,333	30,118	30,903	31,688
6	4	30,103	30,888	31,673	32,458
7	5	30,873	31,658	32,443	33,228
8	6	31,643	32,428	33,213	33,998
9	7	32,413	33,198	33,983	34,768
10	8	33,183	33,968	34,753	35,538
11	9	33,953	34,738	35,523	36,308
12	10	34,723	35,508	36,293	37,078
13	11	35,493	36,278	37,063	37,848
14	12	36,263	37,048	37,833	38,618
15	13		37,818	38,603	39,388
16	14			39,373	40,158
Career Increment		37,263	38,818	40,373	41,158
Career Increment		38,263	39,818	41,373	42,158
Career Increment		39,263	40,818	42,373	43,158
Career Increment		40,263	41,818	43,373	44,158

Age Salary Schedule, \$1,103 to base

\$27,023 Base- \$770 down and \$785 across

\$1000 1st career increment

\$1000 2nd career increment

\$1000 3rd career increment

\$1000 4th career increment

Extra Curricular Activity Schedule

Extra Curricular Activity Schedule is based on \$27,023

HS Head Basketball	12%	3243	HS Asst Basketball	8.50%	2297
HS Head Football	12%	3243	HS Asst Football	8.50%	2297
HS Head Wrestling	12%	3243	HS Asst Wrestling	8.50%	2297
HS Head Baseball	12%	3243	HS Asst Baseball	8.50%	2297
HS Head Softball	12%	3243	HS Asst Softball	8.50%	2297
HS Head Track	9.40%	2540	HS Asst Track	7%	1892
HS Head Volleyball	12.00%	3243	HS Assist Volleyball	8.50%	2297
HS Head X-Country	8.50%	2297	HS Student Council	2.50%	676
Jr-Sr Instr Music	12%	3243	HS BB Cheerleading	2%	540
MS Instr Music	3%	811	HS FB Cheerleading	2%	540
Jr-Sr Vocal Music	12%	3243	HS Wrestling Cheerleading	2%	540
Elem Vocal Music	3%	811	JH Cheerleading	2%	540
All School Play	3%	811	JR Member Junior Class	1%	270
Annual Sponsor	3.50%	946	SR Member Junior Class	0.50%	135
Print Production-RR	1.50%	405	EBCE	7%	1892
Summer Driver Ed	16.00%	4324	Honor Society	2%	540
Summer Band	7%	1892	Knowledge Bowl	3%	811
12th Class Sponsor	0.50%	135	10th Class Sponsor	1%	270
FFA	3%	811	FCCLA	3%	811
JH Head Basketball	7%	1892	Dance Team	5%	1351
JH Head Football	7%	1892	Dance Team Asst.	2.50%	676
JH Head Track	7%	1892	MS Student Council	1.50%	405
JH Head Baseball	7%	1892	JH X-Country	5%	1351
JH Head Softball	7%	1892			
JH Head Wrestling	7%	1892			
JH Head Volleyball	7%	1892			
JH Assist Basketball	5%	1351			
JH Asst Football	5%	1351			
JH Assist Wrestling	5%	1351			
JH Assist Baseball	5%	1351			
JH Asst Softball	5%	1351			
JH Asst Volleyball	5%	1351			
JH Asst Track	5%	1351			
SH Speech Lg Group	3%	811			
SH Speech Sm Group	3%	811			
Title IX	0.60%	162			
9th Class Sponsor	1%	270			
Journalism -RR	1.50%	405			
STAT or BAT	2.00%	540			

ARTICLE VI - Supplemental Pay

Additional compensation will be provided as noted on the previous page and above and the following two schedules:

Schedule B. This extra-duty schedule includes responsibilities for which the employee volunteers or is assigned to do. Employees assigned by the Administration to work full-time in a duty on the extracurricular activity schedule will be compensated in full according to the amount listed on the schedule. Employees assigned by the Administration to work part of a duty (or sharing a full duty between two or more staff members assigned to one assignment) will be compensated for a proportional share of the full duty according to the schedule.

The following duties will be paid at a rate of \$15.00 per event at the following events:

Junior and Senior High Athletic Events

Junior and Senior High Social Events

Junior and Senior High Speech and Dramatic Events

Junior High, Senior High, and Elementary Music Events

Presentation of Arts Programs

(one person-one program; one person-three programs)

Industrial Art Show (Junior High) - Presentation of one program

Home Economics Show (Junior High) - Presentation of one program

Title I Parent Advisory Meetings
(annually for each of two people)

Elementary Science Fair (six teachers)

Extra Assigned Dance Chaperone

Announcer

Timer

Scorer

Pep Bus Chaperone

Student Supervisor

Compensation of \$5.00 per hour for additional hours of service over three hours shall be paid for the above-named events.

Payments for the above duties will be made to the employees twice during the year, with the December and June paychecks for the school year in which the duties were performed.

The Board of Directors, through the superintendent in those instances where regular substitutes are not available, will pay regular employees who volunteer as substitutes during their preparation time. In the absence of volunteers, an employee may be assigned to serve as a substitute. Volunteers and assigned employees will be paid \$10.00 per period.

Schedule C

This schedule includes duties, responsibilities, or reimbursement for expenses as provided below. The employee will receive compensation upon filing proper requests with the board secretary on a monthly basis.

1. Professional Conferences

The Board may provide, upon application by the employee and acceptance by the superintendent, up to 100% of expenses for employees who desire to attend professional conferences. Reasonable travel, lodging, and registration costs shall be deemed appropriate expenses, as well as cost of the substitute teacher needed to relieve the participant.

2. Reimbursement for Personal Property Damage

The Board shall reimburse employees for the reasonable cost of any clothing or personal property lost, damaged, or destroyed while the employee was acting in the discharge of his/her duties within the scope of his/her employment as determined reasonable by the Board.

3. Mileage

a. Employees who use their own automobiles in the performance of their duties and who are assigned to more than one school building per day shall be reimbursed at a rate of 30 cents per mile. For all driving done between arrival at the employee's home base at the beginning of the day to the other assigned location(s), the employee shall be reimbursed. If the second assignment is further from the employee's home than the first assignment, he/she shall be reimbursed the difference.

4. Physical Exam

The Board will reimburse each employee for the full amount up to \$45.00 for expenses not covered by insurance for the required physical exam every three years. The employee must provide the required information and proof of physical fitness before reimbursement will be given. However, upon initial employment, there will be no reimbursement for the first required physical.

ARTICLE VII - Insurance

A. Health and Major Medical

1. The Board will provide each employee with a group health and major medical insurance program. The benefits from this program shall not be changed without mutual agreement between the Board and the Association. The Board's share of the premium for each employee shall be full coverage for the individual employee or a maximum of \$481.61 per month, whichever is the lesser. The benefits in this Article are subject to carrier designated employee eligibility requirements.

2. The Board's share of the premium for each full-time employee who qualifies for the family plan will be the amount alluded to above plus \$223.00 per month. Those eligible employees who are less than full-time will receive an equivalent percentage of the Board's contribution; if the employee is hired for three days per week, he/she will receive 60% of the employer's contribution toward dependent coverage.

3. Each employee has the option of deducting the difference between the employer's contribution and the total premium from his/her salary and applying that amount toward the purchase of health and major medical coverage for his/her dependents. This can only be done through written notification by the employee to the board secretary by September 1 of the year of the current contract.

4. If the Board should receive a refund from the insurance carrier for the family plan and the rebate represents an overpayment, the percentage of the premium paid by the employee will be applied to the refund and that amount will be distributed equitably among those employees enrolled in the family plan. The amount of the refund will be added to the employee's next monthly stipend.

5. Payment of \$28.82 per month on an employee Dental Insurance. Coverage is voluntary. Benefits cannot be transferred to other insurance.

B. TSA in Lieu of Family Insurance

1. The Board will provide a Tax Sheltered Annuity in the amount of \$100.00 for employees who do not take family health insurance. Those eligible employees who are less than full-time will receive an equivalent percentage of the Board contribution; if the employee is hired for three days per week, he/she will receive 60% of the employer's contribution toward the Tax Sheltered Annuity.

All employees will be required to arrange their own Tax Sheltered Annuity and provide the appropriate information to the board secretary by September 1. Any employee who does not meet the requirements will forfeit their benefit until February 1 when the next deadline can be met. As for any other Tax Sheltered Annuity, changes may only be made on September 1 and February 1.

Family Insurance/TSA for Couples Employed by Interstate 35

Each spouse of a married couple will receive their full single insurance benefit or a maximum of \$481.61 per month, whichever is the lesser, toward their family coverage with at least one spouse receiving the family benefit. The couple will have the option of using the second family coverage toward their insurance premiums or of paying the difference for the insurance costs. If the couple chooses to pay the difference of the insurance costs, the second employee will receive a Tax Sheltered Annuity of \$100 (or prorated benefit if employed part time) in lieu of their family board benefit.

Example:

Spouse #1 single board benefit

Spouse #2 single board benefit

Spouse #1 family board benefit

Withhold remainder of insurance premium from Spouse #1's paycheck each month

Spouse #2 Tax Sheltered Annuity

C. Life Insurance

The Board will provide a \$40,000 term life insurance policy for all employees with *accidental death and dismemberment benefits included.*

D. Income Disability

The Board will provide an income disability plan with benefits up to 60 percent of an employee's salary subject to a 90-day waiting period and carrier designated exclusions and coverage interplays.

E. Coverage

The Board-provided insurance programs for returning employees shall be twelve (12) consecutive months beginning in September and ending in August. Employees new to the district shall be covered by Board-provided insurance programs no later than one (1) month after initial employment through August. Employees who have fulfilled their contract will have insurance coverage through August. Employees who for some reason are unable to complete their contracts, and the contract is ended, will have their insurance terminated at the month in which their contract is ended.

F. Description

The Board will provide a description of the insurance referred to in Sections A, B, C, and G to the Association and the employees upon request.

G. Selection of Carriers

Health and major medical insurance program carriers shall be selected jointly by the Board and by the Association and shall remain carriers until mutual agreement is reached between the Board and the Association to change carriers.

The Board shall have the sole and exclusive right at any time to procure insurance providing at least equivalent benefits of life insurance, income disability, worker's compensation, and liability insurance from any reputable insurance company.

H. Liability Insurance

All employees shall be covered by Board-covered liability insurance in amounts and subject to exclusions approximately equivalent to coverage in effect on November 10, 1975.

I. Workers' Compensation Insurance

Employees shall be covered by workers' compensation in accordance with state law and while required by state law.

ARTICLE VIII - Dues Deduction

A. Authorization

Any employee who is a member of the Association, or who has applied for membership, shall notify the board secretary by September 10 of his/her desire to have professional dues deducted from his/her payroll check. If the employee signs the dues deduction form and the employee has not terminated the dues check-off in writing 30 days prior, then the board secretary will deduct the balance of the dues. This shall be done in writing and signed by the individual employee. These dues shall be limited to the national, state, and local associations of which the Association is a part. These dues shall be limited to membership fees only and shall not include initial fees, special assessments, back dues, fines, or similar items.

B. Regular Deductions

After receipt of the written request, the Board shall deduct one-twelfth (1/12) of the total dues from the regular salary check of the employee each month for twelve (12) months beginning in September and ending in August.

C. Termination

Dues deduction for an employee who terminates prior to June shall cease at receipt of his last check. Any employee may terminate his/her dues check-off at any time by giving thirty (30) days written and signed notice to the board secretary.

D. Transmission of Dues

The Board shall transmit to the Association the total monthly deduction for dues within ten (10) school days following each regular monthly payroll date. The board secretary at these times shall also notify the Association of any member who has given the proper thirty (30) day written notification requesting termination of dues check-off.

E. Pro-Rated Deduction

1. New employees who are employed after September 1 in the school year covered by this contract may have the total membership due prorated on the basis of the remaining months of employment through August provided they notify the board secretary by signed, written request prior to the 15th of the month in which they receive their first regular paycheck.

2. Employees whose contract periods do not coincide with the normal school year (September-May) or who are paid in a nine-month time period may have membership dues pro-rated on the basis of their months of employment provided they notify the Board Secretary by signed, written request prior to the 15th of the month in which they receive their first regular pay check.

F. Other Payroll Deductions

Upon appropriate written authorization from the employee to the Board secretary, the Board shall deduct from the salary of the employee the difference between the premiums for group health insurance and the amount contributed by the district, the amount contributed to an annuity, and for other plans or programs jointly agreed to by the Association and the Board. The payment shall continue to be deducted until the employee gives at least 30 days prior written notice to stop the deductions. Payroll records for annuity deductions can be changed only two times during the year (September and February). However, notification can be made at any time prior to February 1.

G. Hold Harmless

All employees and the Association agree to indemnify and hold harmless the school district, the Board, each individual Board member, and all administrators and non-unit personnel involved in the administration of dues deductions against all claims, suits, or other forms of liability arising out of the provisions in this Agreement between the parties for dues deduction.

ARTICLE IX - Sick Leave

Any time after a full-time employee has reported for duty, such employee shall be granted leave of absence for medically related disability with full pay in the following amounts.

A. Days of Leave

The first year of employment	10 days
The second year of employment	11 days

The third year of employment	12 days
The fourth year of employment	13 days
The fifth year of employment	14 days
The sixth and succeeding years	15 days

B. Pro-Rated Leave

New employees hired after September 1 of the school year covered by this contract shall have sick leave benefits pro-rated according to the number of months the employee provides service to the district. Regular part-time employees shall have sick leave benefits pro-rated according to a ratio proportionate to the employee's part-time contract of employment.

C. Eligibility

If an employee is unable to report for duty on the first day of the new contract, and has no accumulated sick leave on which to draw, compensation for sick leave will not be allowed until the employee does report, whereupon he/she shall receive the entire allotted amount for the remainder of the contract period.

If an employee is unable to report for duty on the first day of the new contract and has accumulated sick leave on which to draw, compensation for such leave will be allowed up to the individual's accumulated benefits. Additional days from the new contract will not be allowed until the employee does report, whereupon, he/she shall receive the entire allotted amount for the remainder of the contract period.

D. Procedure

Procedure to follow in case of illness: As soon as an employee knows that he/she will be absent from school, preferably no later than 6:30 a.m., he/she is to notify his/her building principal. It will be the principal's or designee's responsibility to secure an approved substitute or arrange for the employee's duties to the school. It is the employee's responsibility to submit a leave of absence form to the principal. Proper forms must be submitted within five (5) school days of the absence.

E. Accumulation

Unused portions shall be accumulative to a total of 97 days. Each employee may only carry forward 97 days from a past school year into a new school year. On the first day of the new contract, each has at his/her disposal, if he/she is ill, 97 days of sick leave from the previous year plus the 15 days of sick leave available with the new contract. For employees new to the district, who had accumulated ten or more days of sick leave in their previous school district and can provide verification in writing from their previous employer of such unused accumulated sick leave, one day of sick leave for every day accumulated and unused in their previous district up to a maximum of ten (10) days shall be credited to them plus the 10 days available with the new teacher contract.

Days available may be used as needed for illness during the school year. When the last day of the contract is served, if any days of sick leave remain unused in excess of 97, these days are dropped from the record. Only 97 days can be carried over into the next year.

The Board may, in each instance, require such reasonable evidence as it may desire confirming the necessity for such sick leave.

F. Wellness

One day of leave per year shall be granted to each employee to promote wellness of body and spirit. The employee must request a wellness leave day at least three days prior to being gone. It may not be used the first day of classes or the last day of classes or the day before a scheduled vacation or the day after a scheduled vacation. The day will be subtracted from sick leave. Wellness leave granted totaled with personal leave will be limited to two per building per day unless the building administration specifically grants additional requests.

G. Family Illness Leave

Three days of leave per year shall be granted to each employee in case of family illness. These days will be subtracted from the employee's sick leave.

ARTICLE X - Leaves of Absence

A. Paid Leave

The employee must notify his/her building principal as far in advance as possible that he/she is requesting paid leave. It is the employee's responsibility to submit a leave of absence form to the principal. Proper forms must be submitted within five (5) school days of the absence.

In addition to granting paid leave for medically related disabilities, the Board will also grant non-cumulative paid leave as outlined in the following paragraphs:

1. Bereavement

Three days paid leave of absence shall be granted in the event of the death of the employee's parent, parent-in-law, spouse, child, brother, sister, brother-in-law, sister-in-law, grandchild, grandparent, or any other member of the employee's household. An additional two days will be granted in the event of the death of the employee's spouse, parent, child, brother, sister, grandparent, or grandchild, or any other member of the employee's household. In case of death of a close friend or a relative other than those enumerated above who does not live in the employee's household, one day's leave per incident will be granted.

2. Personal Leave

All regular full-time employees shall be allowed two (2) days yearly for personal leave. Personal leave grants will be limited to two per section (K-4, 5-8, 9-12) unless the

building administrator specifically grants additional requests. Leaves are approved on a first-come, first-serve basis unless individual staff members agree to change dates, etc.

3. Emergency Leave

Emergency leave may be granted for circumstances recognized as emergencies by the principal and superintendent not to exceed two (2) days per year.

4. Critical Illness Leave

In case of critical illness or severe injury requiring hospitalization of a member of the employee's immediate family (father, mother, spouse, child, brother, sister) or any resident of the employee's household, a maximum of three (3) days' absence may be granted per year.

5. Birth or Adoption Leave

Two days per year may be granted upon request for the birth or adoption of a child.

6. Professional Leave – Non-accumulative

At the beginning of every school year, each employee shall be credited with a minimum of three days to be used for the employee's professional leave. Professional leave days must be approved by the administration. The employee planning to use a professional leave day shall notify his/her principal, if possible, at least one (1) week in advance of his/her absence. Professional days shall be used for the purpose of:

- a. Visitation to view other instructional techniques or programs.
- b. Conferences, workshops, or seminars conducted by colleges, universities, or other educational institutions or organizations.
- c. Committee work, clinics, meetings sponsored by related professional organizations.

7. Jury Duty

Employees who are paid for Jury Duty will receive full compensation for time lost from their job; however, any compensation provided for Jury Duty to the employee will be turned over to Interstate 35 Community School District.

8. Good Cause

Other temporary leaves of absence with pay may be granted by the Board for good reason.

9. Convention

Conventions must be approved by the Board of Education. Convention will include sending a representative to Delegate Assembly from the local Association. All costs of the

substitute shall be paid by the Association upon receipt of a bill from the board secretary.

10. Meetings for Association Business

These must be approved at least one (1) week in advance by the principal and all costs of the substitute shall be paid by the Association upon receipt of a bill from the board secretary. No more than a total maximum of five (5) days of such leave shall be allowed per school year.

11. Employees hired after September 1 of the school year covered by this contract shall have leave benefits pro-rated according to the length of their contracts.

B. Unpaid Leave

1. Childrearing Leave

A leave of absence beyond the time of medical confinement for child rearing may be granted without salary or benefits for a period not to exceed one year. A request for an extension under this subsection must be made to the superintendent of schools prior to the end of the academic year and prior to the time of expiration of FMLA disability leave. The extension of the leave is at the option of the Board and may be renewed only once. If the employee does not return to service at the end of the granted leave period, said employee shall forfeit all rights granted herein to return to the position similar in nature to that which the employee previously held.

2. An Extended Leave of Absence Such as Educational Improvement, Personal or Family Illness, Short Term Disability, and Military Service.

Upon request to the Board at least nine (9) weeks in advance (except in emergency situations), an employee may be granted a leave of absence for up to one (1) year (providing a suitable replacement can be found), and upon return receive full benefits of the ordinary staff member. Each request shall be dealt with on an individual basis by the Board, which shall provide written reasons for denial or request. The reasons shall include the effort expended to find a comparable replacement. The decision of the Board shall be non-grievable. Legitimate reasons for leave could be additional college hours or other professional growth activities, medically related disability, child rearing, military service, or other reasons approved by the Board.

3. FMLA

Federal law requires the District to grant up to 12 weeks of leave per year to full-time teachers and other employees who have been employed at least 12 months and who worked at least 1,250 hours during the preceding 12 months for the purpose of (1) the employee's personal serious health condition, (2) caring for the employee's newly born child, (3) caring for a child placed for adoption or placement of a foster child, (4) caring for the employee's parent, spouse, or child with a serious health condition. The District requires an eligible employee to first utilize any paid leave otherwise applicable and available in the District, which paid leave shall count against the 12 weeks; any leave in

excess of available paid leave shall be unpaid. Regardless of any other provisions in this Agreement, at the employee's option, the District shall continue the District's contributions towards health insurance on behalf of the employee for up to 12 weeks as if the employee were still at work. If the employee has more 12 weeks of paid leave available, the District shall continue the District's contribution until the paid leave is exhausted. The employee shall remit the employee's contribution towards health insurance and for life and disability insurance by the date the District makes payment to the insurance carrier or within 30 days thereafter. Failure to make contributions when due may result in the employee losing coverage during the period of the leave. If the employer makes the payments, the employee authorizes the District to offset such sums advanced against any sums owed to the employee. If the employee does not return to work at the end of the leave (except for reasons specified in the Act), the employee will be required to reimburse the District for all contributions made by the District while the employee was on unpaid leave. The FMLA provisions of this section shall in no way reduce or adversely impact any other provision of this Agreement.

Employees may request leave under the Family Medical Leave Act for up to 12 weeks per year. "Year" shall be defined as the year covered by the collective bargaining agreement. Leave to care for a newly-born, adopted or foster child must conclude within 12 months of the birth or placement of the child. Spouses may take a combined 12-week allotment for the birth or placement of a child.

3. Provisions included in this Agreement are not applicable to employees on extended unpaid leaves which are in excess of one school year. Employees on unpaid leave for more than one (1) month and/or up to one (1) year shall have the option to continue any or all of the Board paid programs by paying the premiums themselves to the Board within thirty (30) days of the billing date, subject to FMLA continuation specified in (B)(2).

4. Temporary leaves without pay may be granted by the building principal as determined necessary and feasible by the building principal.

C. Contests, Festivals, and Conventions

1. Contests

The following are counted as a part of an employee's work and do not involve pay deductions. Approval is secured from the principal.

- a. Music** - chaperone or transport participants.
- b. Declamatory** - chaperone or transport participants.
- c. Athletics** - coach, chaperone, or transport participants.

2. Festivals

- a. Music** - chaperone or transport participants.

b. Speech - chaperone or transport participants.

D. Other - chaperone or transport participants.

ARTICLE XI - Employee Hours

A. Work Attendance

The employee in-school, work day shall consist of not more than eight (8) hours of consecutive time excluding supplemental and/or co-curricular activities. Included in the eight (8) hours will be a duty-free lunch of at least twenty (20) minutes. The eight hour work day shall be flexible, between 7:30 a.m. and 4:00 p.m. as approved by the building principal.

Exceptions to the working hours may be approved by the building principal with advance notice to the building principal.

Employees may leave their assigned building on days preceding a vacation and/or Fridays after all of their responsibilities have been concluded and all students have left the building.

Employees may leave their assigned building during lunch and/or preparation periods by approval of the building principal and with advance notice to the building principal.

Exceptions of these provisions may be made by mutual agreement of the employee and the building principal.

B. Notice and Agenda for Meetings

The notice of an agenda for any meeting shall be given the employee involved at least two (2) days prior to the meetings, except in an emergency. Employees shall have the opportunity to suggest items for the agenda.

Employees shall attend meetings (in-service, staff, parent-teacher conferences, curriculum, etc.) as called by administrators for coordinating the work of the employees in-school programs. These may be in addition to the employee workday and are not additionally compensated unless mutually agreed to by the employee and the Board.

Employees who volunteer to serve on task force committees shall attend meetings as called by administration for coordinating the work of the employees in-school programs. Although voluntary by design, task force members shall not resign unless mutually agreed upon by the employee and his/her building principal. The meetings may be held during the employee workday and are not additionally compensated.

C. Other Duties

Employees shall be responsible for such other duties as directly related to reasonable employee responsibilities as may be assigned by the Board or its designee in an equitable manner. Those duties listed under Section B of the Supplemental Schedule will be filled by

volunteers. The duties that cannot be filled by volunteers will be assigned by the Board or its designee in an equitable manner among all employees including those who have already volunteered. Those staff members who have already volunteered for ten (10) or more activities will not be assigned any more of these duties. These may be in addition to the employee workday.

Part-time employees shall have the number of duties that they are supervising prorated according to the length of their contract in comparison to the number supervised by full-time employees.

ARTICLE XII - Service Year

A. In-School Work Year

Employees contracted on a nine-month basis agree to a service year of 191 days except for new employees who will agree to a service year of 193 days allowing two (2) days for orientation purposes.

B. Extended Contracts, Extra Duties, Extra Assignments and Extended Contract Rates

Employees who have extended duty contracts except driver education instructors shall be paid for such additional days at the rate of 1/191 of his/her regular pay for each day of extended service. This amount shall be prorated for days of less than eight (8) hours.

The summer driver education teacher will receive supplemental pay for driver education calibrated by multiplying the beginning base by 16% less \$60.00 for every student under 25 or plus \$70.00 for every student in excess of 25. The student summer enrollment will be determined by the senior high school principal and by the instructor. Salary in this paragraph may be renegotiated each year.

The Board must approve all requests for additional days of service and accompanying compensation. Therefore, prior to any additional days of service being performed, the building principal and the superintendent must approve the services performed, the number of additional days of service, and request approval from the Board.

C. Holidays

Holidays during the service year are as follows:

1. Labor Day
2. Thanksgiving
3. Christmas
4. New Years
5. Memorial Day

D. Teaching Days

There shall be 176 teaching days in the service year.

E. In-Service Days

There shall be eight (8) in-service days in the service year.

F. There shall be four (2) work days in the service year.

G. Late Starts and Cancellations

On days when school starts late as determined by management due to weather conditions or mechanical failure, teachers shall report to work on the hour designated. If buses and classes are two hours late, teachers report two hours later than their customary reporting time. If buses and classes are one hour late, teachers report one hour later than their usual reporting time.

On days when school is dismissed early as determined by management due to weather conditions, the teachers' workday shall end at the close of the students' day.

On days when school is cancelled as determined by management due to weather conditions, teachers shall not be required to report to work.

H. Calendar

The school calendar effective during this Agreement shall be presented to the Association prior to adoption, and Association recommendations regarding the calendar will be considered.

ARTICLE XIII - Evaluation Procedures

DEFINITIONS:

Teacher:

Certified employee including librarian and counselors but excluding administrators.

Nurse:

Employee holding Registered Nurse's license from the State of Iowa and performing nursing duties.

Formative Evaluation:

Process requiring the following sequence:

- a. Teacher completes a pre-observation form listing points he/she wants noted by the evaluator.
- b. Principal makes in-class (teaching station) observation.

c. Principal and teacher discuss and complete formative evaluation as soon as practicable after the evaluation but no later than ten (10) school days after the observation. Formative evaluation is complete when the principal and teacher have held a conference to discuss the observation and conclusions of the principal. Two formative evaluations shall be completed with the second observation being no less than two weeks (10 school days) after the conference following the first observation.

Summative Evaluation:

Following completion of at least two formative evaluations, a summative evaluation form will be prepared by the evaluator and discussed with the teacher in a conference. In addition, the summative evaluation will include a review of the teacher's professional portfolio.

The teacher shall sign the summative evaluation to indicate awareness of the completed summative evaluation. The teacher's signature does not in any instance indicate agreement with the contents of the completed evaluation Forms. Summative evaluation is completed when signed by the teacher. The summative evaluation shall be placed in the teacher's personnel file.

Employee Response to Summative/Portfolio Evaluation:

If the employee disagrees with the summative evaluation, including the portfolio review, the employee may submit a written position which shall be attached to the copies of the evaluation in question.

A. Evaluation Orientation

The building principal or appropriate supervisor shall acquaint all employees under his/her supervision with a formal evaluation procedure or such other formal procedures as may be used, and advise each employee as to the designated person or persons who will observe and evaluate his/her performance. No formal evaluation shall take place until such orientation has been completed.

B. Operational Procedures of Evaluation Process

1. Participants

- a. Teacher being evaluated.
- b. Principal or designated personnel.

2. Frequency and Length

a. Personnel new to the district:

For personnel new to the district, the principal shall complete with a minimum of two formative evaluations. The first shall be completed by the conclusion of the first nine

weeks of the school year, and the second shall be completed by April 1 of the school year. A time span of at least two weeks (10 school days) will separate the two formative evaluations. (See Definition for details.)

b. Returning teachers (with the same assignment) in the district:

Teachers returning to the district shall have completed summative evaluation form by the administration. The summative evaluation process will take place, at a minimum, once every three years with the option for more frequent evaluations as determined by the principal or requested by the teacher. The minimum of one summative evaluation per three years must be completed prior to April 1 of the third year of the evaluation interval.

c. Reassigned teachers in the district (i.e., grade level, building level and subject):

Teachers returning to the district shall have completed summative evaluation form by the administration. The summative evaluation process will take place, at a minimum, once every three years with the option for more frequent evaluations as determined by the principal or requested by the teacher. The minimum of one summative evaluation per three years must be completed prior to April 1 of the third year of the evaluation interval.

d. Principal to Note on Summative Evaluation Form:

Observation for _____ cumulative minutes accumulated during different occasions observing the teacher at his/her teaching station.

2. Forms:

- a. Formative pre-observation form to be completed by teacher.
- b. Formative evaluation summary.
- c. Summative evaluation form for teacher and principal use.
- d. Special forms as needed: counselors, nurses, media personnel.

C. Evaluation Time Table (updated periodically with evaluation process occurring every three years)

2006-07	2007-08	2008-09
Business	Art	Family Consumer Science
First Grade	Pre-Kindergarten	Industrial Technology
Fourth Grade	Reading	Kindergarten
Guidance	Second Grade	Math
Instrumental Music	Social Studies	Physical Education
Science	Technology	Special Education
Fifth Grade	Title I	Vocal Music
Sixth Grade		Vocational Agricultural
		Third Grade

Alternate Evaluation Options

Nothing in this article is to be construed as precluding evaluation of employees by any other means whatsoever as deemed appropriate by the Board.

If evaluations or observations by any other means are put into writing, a copy shall be given to the employee within ten (10) school days of the writing. If requested by either, a follow-up conference between employee and supervisor shall occur within five (5) school days..

D. Personnel File

1. Each employee shall have the right during regular business hours to review the contents of his/her personnel file except confidential letters of recommendation. A representative of the Association, at the employee's request, may accompany the employee in this review.
2. Any complaints directed toward an employee which are placed in his/her personnel file are to be called to the employee's attention in writing within seven (7) school days of placement in the file.
3. The employee shall have the right to reproduce the non-confidential contents of his/her file at the usual and customary cost.

E. Appeal

Teachers may only appeal the procedural aspects of their evaluation.

A committee will be formed to study, develop, and make recommendations to the Interstate 35 Board of Directors and the Interstate Education Association regarding Implementation of a new evaluation instrument.

ARTICLE XIV – Teacher Compensations Allocation

If the District participates in the Student Achievement and Teacher Quality Program (SF 476) the following distribution method will be used.

A. The distribution will be separate from and in addition to the bargained salaries. Phase I, and Phase II for 2007-08.

1. Minimum salaries for the first-year beginning teachers, second year beginning teachers and Career I teachers will be paid according to the salary provisions of the law.
2. Any remaining funds from the District' appropriation will be distributed to all other teachers equally

B. Calculation of this supplement will be made as soon as possible when staffing is completed for the 2007-08 school year, and the appropriation is identified by the General Assembly. Funds will be distributed as soon as possible, but no later than 30 days after receipt from the state.

ARTICLE XV – Transfer Procedures

A. Definition

The movement of an employee to a different building, grade level, job classification, and/or subject area within the employee's area of certification shall be considered a transfer.

B. Voluntary Transfers

1. Notification

During the school year, the administration shall post in all school buildings a list of vacancies at least ten (10) days before the final date on which applications will be accepted. The notice shall contain the final date on which applications will be accepted and shall describe the job classification, the assignment, and any and all prerequisite qualifications for the job."

During the summer months existing openings for the following year will be maintained in the office of the superintendent. Employees will be mailed notice of the opening if the employee has indicated a desire to be notified of a specific opening (if elementary, junior high or senior high) via the end of year check out form.

2. Filing Requests

Employees desiring transfer shall file a written, signed statement with the superintendent. This statement shall include reasons for the request and the position to which the employee desires to be transferred.

3. Decision

Transfer applicants shall be given consideration to fill a vacancy before advertising for outside applicants. Consideration of transfer applicants will consist of review of the employee's application, certification, academic preparation, a review of the employee's credentials, and review of the employee's performance evaluations. Seniority shall be considered if all other factors are deemed comparable. Nothing in this article shall bind the District to hiring the transfer applicant.

C. Involuntary Transfers

1. Notification

In the case of Board-initiated transfers, the employee(s) to be transferred shall be given written notification of such transfer at least seven (7) school days or (fifteen (15) calendar days when classes are not in session) prior to the date of the transfer. Included in the notification shall be reasons for such transfer.

2. Conference

An affected employee will be given the opportunity to participate in a personal conference between the Board or its designee and the affected employee before a Board-initiated transfer will become effective.

Salary

An employee who is transferred involuntarily shall not change to a lower academic lane on the salary schedule. The contract may be pro-rated if the number of contract days is changed.

ARTICLE XVI - Procedure for Staff Reduction

A. Layoff

A layoff is a reduction in staff and/or positions as determined by the Board. In determining which employee(s) are to be laid off, the decision shall be made on the basis of seniority if the factors of certification, academic preparation, the teaching area affected, and evaluations are equal.

B. Notification

The employee(s) affected by the layoff(s) for which employment cannot be provided will be notified in writing no later than April 30 of the school year of the layoff. Such notification shall include specific reasons for staff reduction and/or realignment.

C. Benefits

Any employee reemployed by exercising a recall opportunity shall retain whatever benefits had accrued at the time of the employee's layoff.

D. Recall

Any employee laid off pursuant to this Article, shall have recall rights to any position for which he/she is or may become qualified for two (2) years from the effective date of his/her layoff and shall be recalled to available positions in inverse order of the layoff. Employees must notify the board secretary in writing and supply necessary information regarding any change in qualifications and/or certification during the layoff period. An employee's failure to respond affirmatively within five (5) calendar days after the receipt of the Board's letter sent by certified mail to the employee's address on file in the office of the superintendent shall result in the termination of the employee's right of recall thereafter.

ARTICLE XVII - In-Service Training

A. Definition

In-service training is defined as training provided employees by the Board during the service year.

B. Advisory Committee

An in-service advisory committee with teacher representatives appointed by the Board, from a list of nominations from the Association, shall be established as a means by which recommendations will be made to the administration and Board on the structure and content of the district's in-service training program.

C. Board Rights

Nothing in this Article shall preclude the rights of the Board to utilize any district employee for in-service activities.

ARTICLE XVIII - Safety Provisions

The Board shall notify the Association and employees of all hazards and correct the conditions causing the hazards within a reasonable amount of time. All employees shall endeavor in the course of performing the professional duties associated with their employment to be alert to unsafe practices, equipment, or conditions, and to report any such unsafe practices, equipment, or conditions to their immediate supervisor at the first practical opportunity.

ARTICLE XIX - Seniority

Seniority shall be determined by the number of full-time continuous years of service to the school district. Seniority shall be accumulated beginning with the 1987-88 school year for those employees who are less than full time. Each employee shall be given credit each

year for seniority proportional to the fraction of time their contract is of a full-time contract.

Cases of approved leaves or layoffs shall not be considered as interrupting continuous years of service but shall not be included in counting additional years of service. Short term leaves of a few days such as, but not limited to, sick leave, professional leave, and personal leave, are not applicable to this section.

No later than November 1 of each school year, the administration shall post in all buildings a list showing the seniority of each employee.

ARTICLE XX - Compliance Clauses and Duration

A. Printing Agreement

Copies of this Agreement shall be reproduced at Board and Association expense within thirty (30) days after the date of ratification by both parties. The Agreement shall be distributed to all employees now employed, hereafter employed, and prospective employees offered a contract for employment during the time period the Agreement is in force. In addition, the Agreement shall be available for examination by all prospective employees upon their request. The Association will be provided with five (6) additional copies.

B. Separability

If any provision of this Agreement is held to be contrary to law, such a provision shall not be deemed valid and subsisting, except to the extent permitted by law.

C. Duration

This Agreement shall be effective as of August 15, 2007, and shall continue in effect until August 15, 2008.

D. Notices

Whenever any notice is desired or required to be given by either of the parties to the other regarding this Agreement and/or pursuant to the provision(s) of this Agreement, either party shall do so by letter at the following designated addresses or at such other addresses as may be designated by either party in written notification to the other party:

Board of Education
Interstate 35 Schools
P. O. Box 79
Truro, Iowa 50257

I-35 Education Association
Interstate 35 Schools
P. O. Box 79
Truro, Iowa 50257

E. Signature Clause

In witness whereof the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their respective chief negotiators and their signatures placed thereon, all on the 22nd day of August, 2007.

INTERSTATE 35 EDUCATION ASSOCIATION

By Vicki Westerly, President

By Jim McKinney, Chief Negotiator

INTERSTATE 35 COMMUNITY SCHOOL
DISTRICT BOARD OF DIRECTORS

By Bob A. Smith, President

By Brian Parker, Chief Negotiator

Salary Schedule				7/16/2007					
Beg.	BA	BA + 15	MA	MA+15					
2001-	25483	26268	27053	27838	2007-08 Steps				
2002	26253	27038	27823	28608					
Base	27023	27808	28593	29378	\$27,023 Base				
3	1	27793	28578	29363					
4	2	28563	29348	30133	\$770 down and \$785 across				
5	3	29333	30118	30903					
6	4	30103	30888	31673	\$1000 1st career increment				
7	5	30873	31658	32443	\$1000 2nd career increment				
8	6	31643	32428	33213	\$1000 3rd career increment				
9	7	32413	33198	33983	\$1000 4th career increment				
10	8	33183	33968	34753					
11	9	33953	34738	35523	Extra-Curricular = % Extra Curricular based on \$27,023				
12	10	34723	35508	36293	\$481.61/month single insurance				
13	11	35493	36278	37063	\$223.00/month family insurance				
14	12	36263	37048	37833	\$28.82/month single dental				
15	13		37818	38603	\$1,200/year TSA for those not having family insurance (\$100 monthly)				
16	14			39373	Life Insurance = \$40,000				
Career Increment	37263	38818	40373	41158					
Career Increment	38263	39818	41373	42158					
Career Increment	39263	40818	42373	43158					
Career Increment	40263	41818	43373	44158					
Extra Curricular Activity Schedule									
HS Head Basketball	12%	3243		HS Asst Basketball	8.50%	2297	JH Head Basketball	7%	1892
HS Head Football	12%	3243		HS Asst Football	8.50%	2297	JH Head Football	7%	1892
HS Head Wrestling	12%	3243		HS Asst Wrestling	8.50%	2297	JH Head Track	7%	1892
HS Head Baseball	12%	3243		HS Asst Baseball	8.50%	2297	JH Head Baseball	7%	1892
HS Head Softball	12%	3243		HS Asst Softball	8.50%	2297	JH Head Softball	7%	1892
HS Head Track	9.40%	2540		HS Asst Track	7%	1892	JH Head Wrestling	7%	1892
HS Head Volleyball	12%	3243		HS Asst Volleyball	8.50%	2297	JH Head Volleyball	7%	1892
HS Head X-Country	8.50%	2297		HS Student Council	2.50%	676	JH Assist Basketball	5%	1351
Jr-Sr Instr Music	12%	3243		HS BB Cheerleading	2%	540	JH Assist Football	5%	1351
MS Instr Music	3%	811		HS FB Cheerleading	2%	540	JH Assist Wrestling	5%	1351
Jr-Sr Vocal Music	12%	3243		HS Wrestling Cheerleading	2%	540	JH Assist Baseball	5%	1351
Elem Vocal Music	3%	811		JH Cheerleading	2%	540	JH Assit Softball	5%	1351
All School Play	3%	811		JR Member Junior Class	1%	270	JH Assist Volleyball	5%	1351
Yearbook Sponsor	3.50%	946		SR Member Junior Class	0.50%	135	JH Assist Track	5%	1351
Print Production-RR	1.50%	405		EBCE	7%	1892	JH Cross Country	5%	1351
Summer Driver Ed	16.00%	4324		Honor Society	2%	540	SH Speech Lg Group	3%	811
Summer Band	7%	1892		Knowledge Bowl	3%	811	SH Speech Sm Group	3%	811
12th Class Sponsor	0.50%	135		10th Class Sponsor	1%	270	Title IX	0.60%	162
FFA	3%	811		FCCLA	3%	811	9th Class Sponsor	1%	270
Dance Team Head	5%	1351		MS Student Council	1.50%	405	Journalism -RR	1.50%	405

INTERSTATE 35 SCHOOLS
P O BOX 79
TRURO IA 50257

2007 SEP -4 AM 8:40
EMPLOYMENT
RELATIONS DIVISION

Dance Team Asst	2.50%	676							STAT/BAT			2%	540
Insurance													
S PPO100	5779		Dental	346		IPERS	0.0605						
S PPO500	5531		TSA	1200		FICA	0.0765		LTD	0.0016			
S PPO250	5779		Fam Ins	2676		LIFE	51						
2006-07 Placement on Salary Schedule													
Placement on						High School Teachers							
Schedule	FTE	Teacher Name	Base Salary	Extra Activities	Salary	Total Salary	IPERS	FICA	Single Ins.	Family or TSA	Life	LTD	Grand Total
Coach		Walker, Stephanie		Wrestling Cheerleading	540	540	33	41				1	615
Coach		Haines, Laura		Yearbook Sponsor	946	946	57	72				2	1,077
Coach		Linhart, Melissa		HS Head Volleyball	3,243	3,243	196	248				5	3,692
Coach		Linhart, Melissa		HS Asst Girls Basketball	2,297	2,297	139	176				4	2,615
Coach		McKinney, Tim		HS Asst Volleyball	2,297	2,297	139	176				4	2,615
Coach		Seibert, Pete		HS Asst Boys Basketball	2,297	2,297	139	176				4	2,615
Coach		Bogs, Tim		HS Head Softball	3,243	3,243	196	248				5	3,692
Coach		Harris, Donnie		HD Boys Track	2,540	2,540	154	194				4	2,892
Coach		No Name		HS Asst Boys Track	1,892	1,892	114	145				3	2,154
Coach		Douglas, Jeff		HS Asst Girls Track	1,892	1,892	114	145				3	2,154
Sponsor		No Name		All School Play	811	811	49	62				1	923
Sponsor		Bobst, Margo		Honor Society	540	540	33	41				1	615
Sponsor		Thomas, Raeann		SR Member Junior Class	135	135	8	10				0	154
MA+15 2 (06-07)	1.00	Dey, Dennis	30,918	Knowledge Bowl	811	31,729	1,920	2,427	6,125	2,676	51	51	44,978
BA 1 (06-07)	1.00	Smith, Jason	27,793			27,793	1,681	2,126	6,125	2,676	51	44	40,497
Sponsor		Smith, Jason		10th Class Sponsor	270	270	16	21	0	0	0	0	308
Sponsor		Smith, Jason		HS Student Council	676	676	41	52	0	0	0	1	769
BA+15 15C4	1.00	Calvert, Randy	41,818	HS Head Football	3,243								
				9th Grade Sponsor	270								
				HS Head Wrestling	3,243	48,574	2,939	3,716	6,125	2,676	51	78	64,158
BA 9	1.00	Condon, Ray	32,413	HS Athletic Director	10,134	42,547	2,574	3,255	6,125	1,200	51	68	55,820
MA 10	1.00	Douglas, Jeff	36,293	HS Asst Football	2,297	45,075	2,727	3,448		1,200	51	72	52,574
				HS Head Girls Basketball	3,243								
				HS Head Baseball	3,243								
Coach		Downs, Dean		HS Asst Wrestling	2,297	2,297	139	176					2,612
BA+15 15C2	1.00	Freeman, Ramona	39,818	HS Head Girls Track	2,540	42,358	2,563	3,240	6,125	1,200	51	68	55,605
Driver Ed		Hayden, Carroll		Summer 2005 Driver Ed	4,324	4,324	262	331				7	4,923
MA 2 (06-07)	1.00	Erickson, Brenda	30,133			30,133	1,823	2,305	6,125	2,676	51	48	43,161
MA 10	1.00	Larson, Shannon	34,753	HS Small Group Speech	811								
				HS Large Group Speech	811	36,374	2,201	2,783	6,125	1,200	51	58	48,792
BA 10 (04-05)	1.00	Haines, Laura	34,723			34,723	2,101	2,656	6,125	1,200	51	56	46,912
Driver Ed		McClain, Sandy		Summer 2005 Driver Ed	4,324	4,324	262	331					4,916
BA+15 15C4	1.26	Meggers, Dennis	52,765	FFA	811	53,576	3,241	4,099	6,125	2,676	51	86	69,853
Coach		Harris/Gelner		HS Asst Football	2,297	2,297	139	176				4	2,615
Coach		Queck, Dara		Football Cheerleading	540								
		Queck, Dara		Basketball Cheerleading	540	1,081	65	83				2	1,231

BA+15 15C4	1.00	VanWyngarden, Greg	41,818			41,818	2,530	3,199	5,877	1,200	51	67	54,742
BA 13	1.00	Westerly, Vicki	35,493			35,493	2,147	2,715	5,531	1,200	51	57	47,194
Coach		Bregar/Bogs			1,351	1,351	82	103				2	1,538
Coach		Dickinson, Chuck			1,892	1,892	114	145				3	2,154
Coach		Calvert/??			1,351	1,351	82	103				2	1,538
Coach		Walsh, Laura			405	405	25	31				1	462
10.00 Totals			375,820		23,645	399,465	24,168	30,559	59,912	17,904	510	639	533,157
Elementary Teachers													
BA+15 13	1.00	Beeler, Roxanne	36,278			36,278	2,195	2,775	6,125	1,200	51	58	48,682
BA+15 15C4	1.00	Benedict, Chris	41,818			41,818	2,530	3,199	6,125	1,200	51	67	54,990
BA 1 (06-07)	1.00	Smith, Ashley	27,793			27,793	1,681	2,126	6,125	1,200	51	44	39,021
BA 7 (04-05)	1.00	Bertrand, Becky	32,413			32,413	1,961	2,480	5,877	1,200	51	52	44,033
BA+15 15C4	1.00	Calvert, Nancy	41,818			41,818	2,530	3,199	6,125	2,676	51	67	56,466
MA 16C4	1.00	Dickinson, Chuck	43,373			43,373	2,624	3,318	6,125	1,200	51	69	56,760
BA+15 15C3	1.00	Elvins, Nona	40,818			40,818	2,469	3,123	6,125	1,200	51	65	53,851
BA+15 15C4	1.00	Gray, Sherrie	41,818			41,818	2,530	3,199	6,125	2,676	51	67	56,466
BA+15 15C4	1.00	Jones, Jenny	41,818			41,818	2,530	3,199	6,125	1,200	51	67	54,990
BA 3 (04-05)	1.00	Kennedy, Leann	29,333			29,333	1,775	2,244		1,200	51	47	34,650
BA 7	1.00	Mallage, Jackie	30,873			30,873	1,868	2,362	6,125	2,676	51	49	44,004
BA+15 4 (02-0)	1.00	McKinney, Kelly	30,888			30,888	1,869	2,363	6,125	2,676	51	49	44,021
MA 16C4	1.00	Morrison, Alyson	43,373			43,373	2,624	3,318	6,125	1,200	51	69	56,760
BA 1 (06-07)	1.00	Welch, Nicole	27,793			27,793	1,681	2,126	6,125	1,200	51	44	39,021
BA+15 15C4	1.00	Noah, Jane	41,818			41,818	2,530	3,199	6,125	1,200	51	67	54,990
BA+15 15C4	1.00	Reynolds, Karen	41,818			41,818	2,530	3,199	6,125	1,200	51	67	54,990
BA 1 (06-07)	1.00	Jass, Nicole	27,793			27,793	1,681	2,126	6,125	1,200	51	44	39,021
BA+15 15C4	1.00	Thomas, Raeann	41,818			41,818	2,530	3,199	6,125	1,200	51	67	54,990
BA 4 (02-03)	1.00	Truman, Nicole	30,103			30,103	1,821	2,303	6,125	1,200	51	48	41,651
19.00			693,557		0	693,557	41,960	53,057	110,002	28,704	969	1,110	929,359
Special Education and Title I Teachers													
BA 3 (04-05)	1.00	Borlaug, Eric	29,333	EBCE	1,892	31,225	1,889	2,389	6,125	2,676	51	50	44,404
BA 4 (01-02)	1.00	Borlaug, Kari	30,103			30,103	1,821	2,303	6,125	2,676	51	48	43,127
BA+15 15C4	1.00	Braddock, Linda	41,818			41,818	2,530	3,199	5,877	1,200	51	67	54,742
BA+15 2 (06-0)	1.00	Davis, Cari	29,348			29,348	1,776	2,245	6,125	1,200	51	47	40,792
BA 4 (02-03)	1.00	Dickinson, Jennifer	30,103			30,103	1,821	2,303	6,125	1,200	51	0	41,603
BA 6 (05-06)	1.00	LeMaster, Mark	31,643			31,643	1,914	2,421	6,125	1,200	51	51	43,405
BA 4 (01-02)	1.00	Kordick, Julie	30,103			30,103	1,821	2,303	0	1,200	51	48	35,526
BA+15 5 (01-0)	1.00	Lupkes, Beva	31,658			31,658	1,915	2,422	5,877	1,200	51	51	43,174
BA+15 8	1.00	McDonald, Susie	32,428			32,428	1,962	2,481	0	1,200	51	52	38,174
BA 1 (06-07)	1.00	McAllister, Lora	27,793			27,793	1,681	2,126	6,125	1,200	51	44	39,021
BA 1 (06-07)	1.00	Robertson, Julie	27,793			27,793	1,681	2,126	6,125	1,200	51	44	39,021
BA 8	1.00	Vodraska, Brenda	33,183			33,183	2,008	2,538	0	1,200	51	53	39,033
BA 1 (06-07)	1.00	Showers, Gidget	27,793			27,793	1,681	2,126	6,125	1,200	51	44	39,021

[illegible]